




U.S. Department of Justice
Justice Management Division
Personnel Staff
Web Site: <http://www.usdoj.gov/jmd/ps>

Washington, D.C. 20530

DEC 13 2002

MEMORANDUM FOR COMPONENT HUMAN RESOURCES OFFICERS

FROM:


Raymond A. Pagliarini, Jr.
Director, Personnel Staff

SUBJECT:

Veterans' Employment Opportunity Act (VEOA) Eligibility – Crediting
Active Military Service

To be eligible for a Veterans' Employment Opportunities Act (VEOA) appointment, a veteran must be honorably separated and either a preference eligible or have substantially completed three (3) or more years of continuous active military service.

Title 5 of the Code of Federal Regulations (CFR), Subpart 335.106, stipulates that the agency is to determine the amount of time that sufficiently constitutes the substantial completion of three (3) or more years of continuous active military service for consideration under VEOA.

Therefore, in an effort to ensure consistency in the determination of VEOA eligibility, the Department defines the meaning of "*substantially completed three (3) or more years of continuous active military service*" as a minimum of two years and nine months.

If you or your staff have any questions, please contact Harry Baldauf, Human Resources Policy Staff, on (202) 305-1832 or via electronic mail at Harry.Baldauf@usdoj.gov.